



2020-2021



Annual Impact Report

Hudson Community Enterprises

2020-2021 Annual Impact Report

INTRODUCTION

There is no disputing the legacy of 2020. This will be forever remembered as the year the coronavirus changed everything. COVID-19 has touched millions of lives, many of them tragically, and its impact on our world will be felt long after the virus has been brought under control.

The pandemic's impact on Hudson Community Enterprises has been monumental, but it has also provided us with an opportunity to learn a great deal about our organization and ourselves.

We learned that, as an employer, as well as a provider of vocational rehabilitation services and workforce development, as well as a provider of valuable services by our businesses, **we are more essential than ever**. As millions of workers, students and caregivers were asked to stay home to slow the spread of the virus, HCE was tenacious, able to remain stable and strong.

We learned that, as a company, **we are resilient**. We needed to change how we worked – whether logging in from home or maintaining physical distance at our worksites – we demonstrated that our strength was our people, and not tied to a workplace or building. We know now that, with a little help from tools and technology, we're ready to roll with the punches and quick to adapt in the face of adversity.

Our 2020 challenges were many, but as always, we met those challenges head on and continued to achieve much success. Despite the pandemic, HCE achieved a number of accomplishments worth celebrating, which allowed the organization to remain stable and viable. An emergency grant from the Kessler Foundation allowed for the forgiveness of half the amount of PTO time that was advanced for many employees at the onset of the pandemic. A Payroll Protection loan was sought which provided a forgivable loan to pay employees who had been furloughed during the crisis. Significant re-opening plans were developed and implemented to allow for the safe return of workers. A FEMA grant was sought which reimbursed costs incurred in purchase and implementation of the safety protocols required in that plan (ie. PPE supplies, HVAC adjustments, Plexiglas, sanitizing equipment).

Looking forward to 2021, we can already see new milestones on the horizon: Our Project Search Program was asked to consider expanding and apply to provide the vocational component to the second worksite. Significant business relations were established and cultivated with the Jersey City Medical Center and the City of Jersey City, who needed a large amount of Coronavirus informational material printed during the initial phase of the pandemic. Strong advocacy by the Agency's President and other key Rehabilitation facilities secured a restoration of funding for the Extended Employment Program which faced a significant cut going into the new year.

No review of 2020 would be complete without an examination of our progress toward diversity, equity and inclusion. We began the year by amplifying our strong commitment to focus on diversity, equity and inclusivity within our organization. And when concerns about social justice came to the nation’s forefront, we continued our introspection and growth, recognizing the need to add equity to the values we expect HCE to reflect. This will be an area that will continue to be evaluated and addressed on an on-going basis given the current climate over the upcoming years.

Inside our company, we continue to foster a diverse, equitable and inclusive workplace by developing our leaders, driving change at the local level, leveraging data to inform decisions, evaluating potential programs to highlight areas where we have opportunities, and regularly reviewing and changing our policies and practices.

We are committed to a diverse, equitable and inclusive workforce, where salaries are evaluated and adjusted where appropriate. HCE maintains a strong and healthy fiscal system of processes, procedures and systems, which continue to add to the Agency’s overall bottom line.

The current climate for community rehabilitation programs remains uncertain. Over the past several years, the passage of Workforce Innovation and Opportunity Act (WIOA) altered traditional workshops significantly. It forced organizations to evaluate the current and future function in the changing area of workforce preparation. New Jersey’s phased increase in minimum wage to \$15.00 over the next few years combined with the eventual phase out of 14c continues to threaten traditional programming. However, this also presents an opportunity to develop strategies that will enhance Hudson Community Enterprises’ capacity to continue to expand its programs and services to align with HCE’s mission, guiding our organization over the next three years.

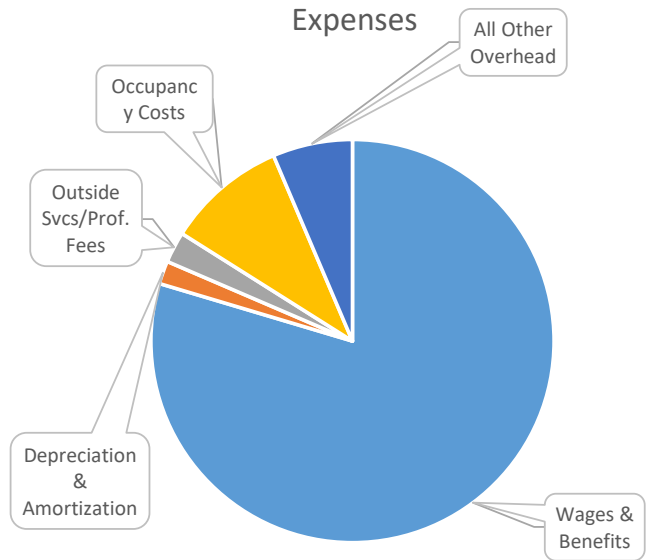
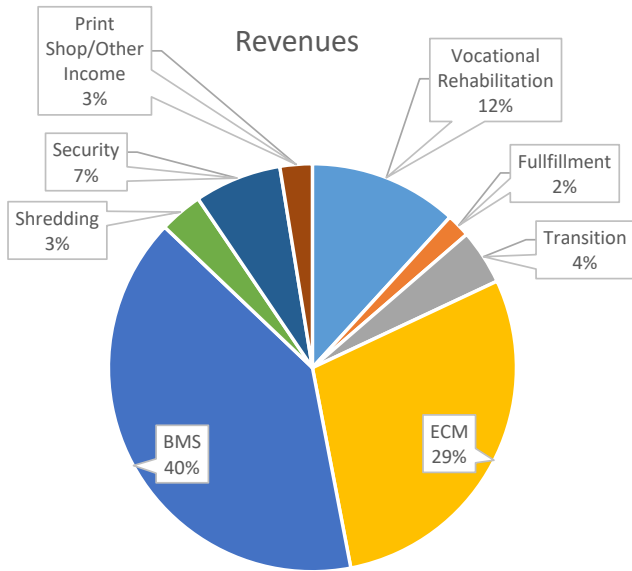
Hudson Community Enterprises exists in a dynamic, ever-changing environment. Social, political and economic trends continually impact the demand for its offerings and services. Even as advances in technology present new opportunities, they also generate new expectations. Needs and community demographics are continually evolving. As a result, methods for delivering programs and services transform. Considering today’s realities and future projections, we can no longer get by with yesterday’s systems.



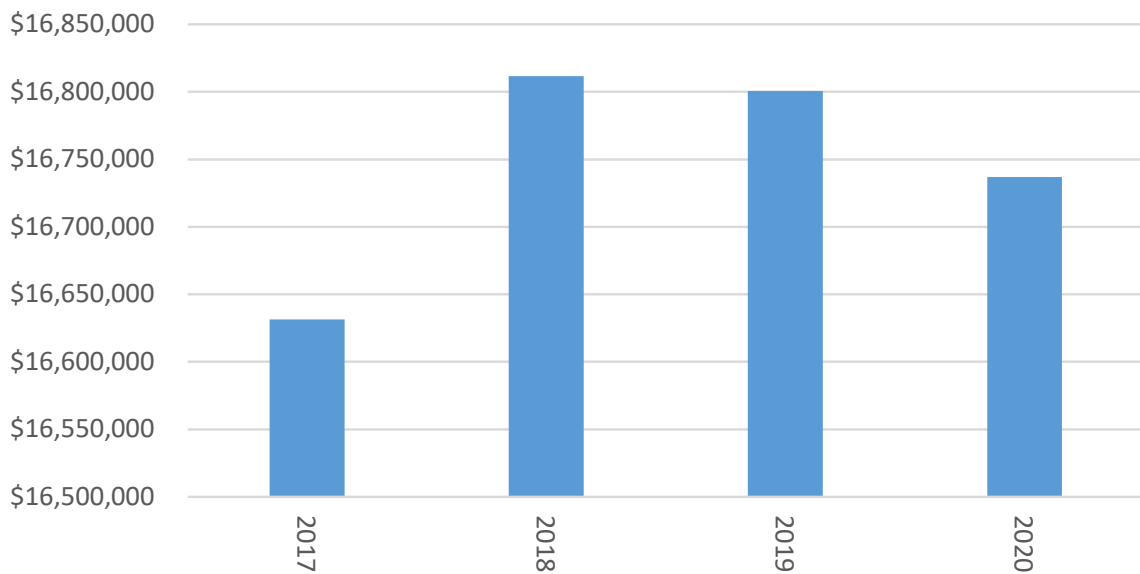
Hudson Community Enterprises FY2018-2020 Operating Data

	2020	2019	2018
REVENUES			
Vocational Rehabilitation	\$1,971,521	\$1,759,993	\$1,740,519
Fullfillment	\$314,020	\$416,910	\$398,626
Transition Services	\$730,772	\$672,077	\$479,700
ECM (Scanning)	\$4,846,759	\$5,490,459	\$5,926,738
Building Services	\$6,716,146	\$6,420,275	\$6,344,457
Document Destruction	\$572,991	\$503,564	\$481,853
Security Services	\$1,156,052	\$1,193,630	\$1,207,035
Print Shop/Other Income	\$428,589	\$343,771	\$232,687
Total Revenues	\$16,736,850	\$16,800,679	\$16,811,615
EXPENSES			
Wages & Benefits	\$13,639,339	\$13,357,330	\$12,832,564
Depreciation & Amortization	\$316,854	\$372,249	\$453,804
Outside Svcs/Prof. Fees	\$427,133	\$410,233	\$443,719
Occupancy Costs	\$1,651,253	\$1,846,650	\$1,742,728
All Other Overhead	\$1,097,797	\$856,880	\$1,061,959
Total Expenses	\$17,132,376	\$16,843,343	\$16,534,774
Net Income	\$(395,526)	\$(42,664)	\$276,841

The audited financial statements of Hudson Community Enterprises are available for public viewing at the agency's headquarters, 68-70 Tuers Ave Jersey City NJ during regular business hours.



Total Revenue





**HUDSON COMMUNITY
ENTERPRISES**

www.hce.works

Giving Special Needs People
a chance to Succeed



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